

## 1700 Department of Fair Employment and Housing

The Department of Fair Employment and Housing is responsible for protecting the people of California from unlawful discrimination in employment, housing and public accommodations, and from the perpetration of acts of hate violence.

The Department's jurisdiction extends to individuals, private or public entities, housing providers, and business establishments within the State of California.

### 3-YR EXPENDITURES AND POSITIONS (Summary of Program Requirements)

	Positions			Expenditures		
	2006-07	2007-08	2008-09	2006-07*	2007-08*	2008-09*
50 Administration of Civil Rights Law	198.9	228.2	228.2	\$20,211	\$24,709	\$24,543
<b>TOTALS, POSITIONS AND EXPENDITURES (All Programs)</b>	<b>198.9</b>	<b>228.2</b>	<b>228.2</b>	<b>\$20,211</b>	<b>\$24,709</b>	<b>\$24,543</b>
<b>FUNDING</b>				<b>2006-07*</b>	<b>2007-08*</b>	<b>2008-09*</b>
0001 General Fund				\$15,996	\$18,889	\$18,688
0890 Federal Trust Fund				4,215	5,820	5,855
<b>TOTALS, EXPENDITURES, ALL FUNDS</b>				<b>\$20,211</b>	<b>\$24,709</b>	<b>\$24,543</b>

### LEGAL CITATIONS AND AUTHORITY

#### DEPARTMENT AUTHORITY

Government Code, Title 2, Division 3, Part 2.8 (Section 12900 et seq.); and Civil Code Sections 51, 51.5, 51.7, 54, 54.1, and 54.2.

### BUDGET-BALANCING REDUCTIONS

- The Budget includes a General Fund reduction of \$1.8 million and 17.2 positions in 2008-09 for the Department of Fair Employment and Housing. To achieve this reduction, the Department will delay processing of employment and housing complaints, and accusation issuances.

### DETAILED BUDGET ADJUSTMENTS

	2007-08*			2008-09*		
	General Fund	Other Funds	Positions	General Fund	Other Funds	Positions
<b>Baseline Adjustment Descriptions</b>						
• Employee Compensation Adjustments	\$375	\$99	-	\$429	\$113	-
• Increased Southern California Facility Rental Costs	-	-	-	376	-	-
• Price Increase	-	-	-	99	22	-
• Retirement Rate Adjustment	-35	-9	-	-35	-9	-
• One Time Cost Reductions	-	-	-	-730	-	-
• Other Baseline Adjustments	-92	-	-	-92	-	-
<b>Totals, Baseline Adjustments</b>	<b>\$248</b>	<b>\$90</b>	<b>-</b>	<b>\$47</b>	<b>\$126</b>	<b>-</b>
<b>TOTALS, BUDGET ADJUSTMENTS</b>	<b>\$248</b>	<b>\$90</b>	<b>-</b>	<b>\$47</b>	<b>\$126</b>	<b>-</b>
<b>Other Adjustments <sup>11</sup></b>						
• Budget-Balancing Reductions	-	-	-	-1,819	-100	-17.2
<b>REVISED TOTALS, BUDGET ADJUSTMENTS</b>	<b>\$248</b>	<b>\$90</b>	<b>-</b>	<b>-\$1,772</b>	<b>\$26</b>	<b>-17.2</b>

<sup>11</sup> These dollars and PYs are included in the General Government agency, therefore not included in the other fiscal statements for this department. These totals are also not included in the applicable Summary Schedules for this department.

### PROGRAM DESCRIPTIONS (Program Objectives Statement)

#### 50 - ADMINISTRATION OF CIVIL RIGHTS LAW

The Department of Fair Employment and Housing has jurisdiction over both private and public entities operating within the State of California. The Department promotes equal opportunity in employment, housing and public accommodation and works to eliminate discrimination in employment, housing, and public accommodation and acts of hate violence. Additionally, the Department educates the public as to their rights and responsibilities under the Fair Employment and Housing Act and

\* Dollars in thousands, except in Salary Range.

## 1700 Department of Fair Employment and Housing - Continued

by engaging in outreach activities.

### DETAILED EXPENDITURES BY PROGRAM (Program Budget Detail)

		2006-07*	2007-08*	2008-09*
<b>PROGRAM REQUIREMENTS</b>				
<b>50</b>	<b>ADMINISTRATION OF CIVIL RIGHTS LAW</b>			
	<b>State Operations:</b>			
0001	General Fund	\$15,996	\$18,889	\$18,688
0890	Federal Trust Fund	4,215	5,820	5,855
	<b>Totals, State Operations</b>	<b>\$20,211</b>	<b>\$24,709</b>	<b>\$24,543</b>
	<b>TOTALS, EXPENDITURES</b>			
	State Operations	20,211	24,709	24,543
	<b>Totals, Expenditures</b>	<b>\$20,211</b>	<b>\$24,709</b>	<b>\$24,543</b>

### EXPENDITURES BY CATEGORY (Summary By Object)

1 State Operations	Positions			Expenditures		
	2006-07	2007-08	2008-09	2006-07*	2007-08*	2008-09*
PERSONAL SERVICES						
Authorized Positions (Equals Sch. 7A)	198.9	240.2	240.2	\$11,446	\$14,198	\$14,505
Total Adjustments	-	-	-	-	302	302
Estimated Salary Savings	-	-12.0	-12.0	-	-697	-711
Net Totals, Salaries and Wages	198.9	228.2	228.2	\$11,446	\$13,803	\$14,096
Staff Benefits	-	-	-	4,286	5,395	5,577
Totals, Personal Services	198.9	228.2	228.2	\$15,732	\$19,198	\$19,673
OPERATING EXPENSES AND EQUIPMENT				\$4,479	\$5,511	\$4,870
TOTALS, POSITIONS AND EXPENDITURES, ALL FUNDS				\$20,211	\$24,709	\$24,543
(State Operations)						

### DETAIL OF APPROPRIATIONS AND ADJUSTMENTS (Reconciliation with Appropriations)

1 STATE OPERATIONS		2006-07*	2007-08*	2008-09*
	<b>0001 General Fund</b>			
APPROPRIATIONS				
001	Budget Act appropriation	\$15,237	\$18,641	\$18,688
	Allocation for employee compensation	644	375	-
	Adjustment per Section 3.60	119	-35	-
	Adjustment per Section 4.04	-	-88	-
	Adjustment per Section 4.75 Statewide Surcharge	7	-	-
	Adjustment per Section 15.25	-	-4	-
	<b>Totals Available</b>	<b>\$16,007</b>	<b>\$18,889</b>	<b>\$18,688</b>
	Unexpended balance, estimated savings	-11	-	-
	<b>TOTALS, EXPENDITURES</b>	<b>\$15,996</b>	<b>\$18,889</b>	<b>\$18,688</b>
	<b>0890 Federal Trust Fund</b>			
APPROPRIATIONS				
001	Budget Act appropriation	\$5,508	\$5,729	\$5,855
	Allocation for employee compensation	215	100	-
	Adjustment per Section 3.60	-	-9	-
	Adjustment per Section 4.75 Statewide Surcharge	-7	-	-
	Budget Adjustment	-1,501	-	-

\* Dollars in thousands, except in Salary Range.

**1700 Department of Fair Employment and Housing - Continued**

<b>1 STATE OPERATIONS</b>	<b>2006-07*</b>	<b>2007-08*</b>	<b>2008-09*</b>
<b>TOTALS, EXPENDITURES</b>	<b>\$4,215</b>	<b>\$5,820</b>	<b>\$5,855</b>
<b>TOTALS, EXPENDITURES, ALL FUNDS (State Operations)</b>	<b>\$20,211</b>	<b>\$24,709</b>	<b>\$24,543</b>

**CHANGES IN AUTHORIZED POSITIONS**

	<b>Positions</b>			<b>Expenditures</b>		
	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2006-07*</b>	<b>2007-08*</b>	<b>2008-09*</b>
Totals, Authorized Positions	198.9	240.2	240.2	\$11,446	\$14,198	\$14,505
Salary Adjustments	-	-	-	-	302	302
<b>Total Adjustments</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>\$-</b>	<b>\$302</b>	<b>\$302</b>
<b>TOTALS, SALARIES AND WAGES</b>	<b>198.9</b>	<b>240.2</b>	<b>240.2</b>	<b>\$11,446</b>	<b>\$14,500</b>	<b>\$14,807</b>

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